

## **3 FAH-1 H-2530 REDUCTION IN FORCE—CIVIL SERVICE**

*(CT:POH-153; 06-22-2012)*  
*(Office of Origin: HR/CSHRM)*

This subchapter contains guidelines and procedures which implement 3 FAM 2530. When used in conjunction with that subchapter of the FAM, this procedural material has the same force and effect.

### **3 FAH-1 H-2531 COMPETITIVE AREAS**

#### **3 FAH-1 H-2531.1 Bureaus and Equivalent Organizations**

*(TL:POH-17; 5-28-96)*  
*(State Only)*  
*(Applies to Civil Service Employees)*

Each of the following bureaus and equivalent organizations (see 3 FAM 2533) constitute a separate competitive area:

- (1) Bureau of Administration (A);
- (2) Bureau of African Affairs (AF);
- (3) Bureau of Inter-American Affairs (ARA);
- (4) Bureau of Consular Affairs (CA);
- (5) Chief of Protocol (CPR);
- (6) Bureau of Democracy, Human Rights, and Labor (DRL);
- (7) Bureau of Diplomatic Security (DS);
- (8) Bureau of East Asian and Pacific Affairs (EAP);
- (9) Bureau of Economic and Business Affairs (EB);
- (10) Bureau of European and Canadian Affairs (EUR);
- (11) Bureau of Finance and Management Policy (FMP);
- (12) Foreign Service Institute (FSI);
- (13) Bureau of Legislative Affairs (H);
- (14) Bureau of International Narcotics and Law Enforcement Affairs (INL);
- (15) Bureau of Intelligence and Research (INR);

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- (16) Bureau of International Organization Affairs (IO);
- (17) Office of the Legal Adviser (L);
- (18) Bureau of Near Eastern Affairs (NEA);
- (19) Bureau of Oceans and International Environmental and Scientific Affairs (OES);
- (20) Office of Foreign Missions (OFM);
- (21) Office of Inspector General (OIG);
- (22) Bureau of Public Affairs (PA);
- (23) Director General of the Foreign Service and Director of Personnel (M/DGP) including the Bureau of Personnel (PER), the Family Liaison Office (FLO), and the Office of Medical Services (MED);
- (24) Bureau of Political-Military Affairs (PM);
- (25) Bureau of Population, Refugees, and Migration (PRM);
- (26) Bureau of South Asian Affairs (SA).

### **3 FAH-1 H-2531.2 Competitive Area in the Office of the Secretary**

*(TL:POH-17; 5-28-96)*

*(State Only)*

*(Applies to Civil Service Employees)*

The following organizations within the Office of the Secretary jointly constitute a single competitive area:

- (1) All offices under the Executive Secretary (S/S-EX);
- (2) The immediate offices of:
  - (a) The Secretary (S);
  - (b) The Deputy Secretary (D);
  - (c) The Under Secretary for Economic, Business, and Agricultural Affairs (E);
  - (d) The Under Secretary for Global Affairs (G);
  - (e) The Under Secretary for Management (M);
  - (f) The Under Secretary for Political Affairs (P); and
  - (g) The Under Secretary for Arms Control and International Security Affairs (T);
- (3) The following entities within the Office of the Secretary:
  - (a) Coordinator for Business Affairs (E/CBA);

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- (b) Management Policy and Planning (M/P);
- (c) M/MEBCO;
- (d) M/FA;
- (e) M/LEG;
- (f) M/WHL;
- (g) Ombudsman for Civil Service Employees (S/CSO);
- (h) Coordinator for Counter-Terrorism (S/CT);
- (I) Equal Employment Opportunity and Civil Rights (S—EEOCR);
- (j) Office of Special Adviser to the Secretary for New Independent States (S/NIS);
- (k) Coordinator of U.S. Assistance to the New Independent States (S/NIS/C);
- (l) Coordinator for the New Independent States Regional Affairs (S/NIS/RA);
- (m) Policy Planning Staff (S/P);
- (n) Office of Resources, Plans, and Policy (S/RPP); and
- (o) Office of the U.S. Permanent Representative to the UN (USUN/W).

**3 FAH-1 H-2532 –H-2539 UNASSIGNED**